



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<u>Date:</u> 1/15/2015	<u>Interviewer:</u> Sue Guenter-Schlesinger (SGS)	RFA #15 – 02
Person(s) Requesting Assistance: [REDACTED] (faculty) on behalf of [REDACTED] (student)		
Contact Numbers (telephone, e-mail, etc.): [REDACTED] [REDACTED]		
Status of Person(s) Interviewed (title, position, student status, etc.): WWU student		
Requested Assistance Pertaining To (name, position, policy, project, etc.) Inappropriate sexual behavior/comments, racial comments from [REDACTED] faculty member [REDACTED]		
[REDACTED]		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male Female Administrator Faculty Staff Student
Concern Regarding: Male Female Administrator Faculty Staff Student

Category: (Please check at least one)

<input type="checkbox"/> Age	<input type="checkbox"/> Color	<input type="checkbox"/> Creed	<input type="checkbox"/> Disability	<input type="checkbox"/> Veteran Status
<input type="checkbox"/> Marital Status	<input type="checkbox"/> National Origin	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Religion	<input type="checkbox"/> Retaliation
<input type="checkbox"/> Sex/Gender	<input checked="" type="checkbox"/> Sexual Harassment	<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Employment	<input type="checkbox"/> Genetic Information
<input type="checkbox"/> Gender Identity or Expression				

Time Line			
Date	Item	Comments	
1/15/2015	[REDACTED] t/c SGS	[REDACTED] called SGS and let her know that [REDACTED] had visited with her and voiced concern about [REDACTED] behavior toward her and other students	

1/15/2015	SGS meeting with [REDACTED]	<p>SGS meets with [REDACTED] who talked about a few instances in which [REDACTED] feels [REDACTED] has made offensive comments that have had sexual overtones. Most recently she voices concern that in an exchange regarding "masculine" and "feminine" music, Prof. [REDACTED] says something to the effect of "I bet you're kind of a Riding Crop girl." She says the other students, including males, were laughing and that they all took this to have sexual overtones. She also reported that she was told by her now friend, [REDACTED], that Prof. [REDACTED] had called [REDACTED] a "bitch" to [REDACTED]. There were other allegations that [REDACTED] indicated Prof. [REDACTED] insensitivity both regarding sexually nuanced remarks, racial, remarks, and one alleged homophobic slur, but all of these occurred a number of years ago, some dating back 4 years, and many were about the issue [REDACTED] brought to the EO Office last year regarding Prof. [REDACTED] having held parties in the past, that involved drinking and allegedly acting inappropriately. These previous issues were reviewed with Prof. [REDACTED]; his Department Chair discussed these issues with him; Prof. [REDACTED] at that time committed to no longer holding parties at his home and there is no evidence that these parties have continued since then.</p> <p>SGS asked [REDACTED] who could not remember specifics of what she says has been continued insensitive comments, if there were other students who could speak to the specifics. [REDACTED] provided several students' names and SGS said she would begin an informal inquiry into the specific more recent concerns [REDACTED] has.</p>
1/30/2015	SGS meeting with [REDACTED]	SGS met with the Dean, [REDACTED] and with [REDACTED] give them a heads up that EO would be looking into some of [REDACTED] issues. SGS Indicated that some of [REDACTED] issues were ones brought up a year ago and already dealt with, but would look at new ones ones.
2/11/2015	SGS meets with [REDACTED]	SGS meets again with Dean [REDACTED] and indicates that she will look to conducting an informal inquiry into [REDACTED] issues, especially since a number of her concerns had been dealt with last year and we have no reason to believe Prof. [REDACTED] is still holding parties with alcohol at his home. In addition [REDACTED] cannot provide many specifics about Professor [REDACTED] "insensitive" remarks, but has provided names of some students who she thinks can. SGS has informed [REDACTED] that any allegations—either through an informal inquiry or formal investigation—that Prof. [REDACTED] has the right to respond and must be given specifics in order to do that.
2/13/2015	SGS calls Chuck Lambert	SGS has already spoken to Chuck previous to this about [REDACTED] concerns regarding Prof. [REDACTED] but calls again to say she will ask Prof. [REDACTED] to come in and ask if he would like to have Chuck, the union rep with him.
3/10/2015	SGS meeting with and [REDACTED]	SGS reviews protocol with Prof. [REDACTED] had asked Chuck if he would like to have union rep with him and he declined. Meeting was scheduled for 2:30 and Prof. called to change it to 3:40. He was informed that SGS had to leave at 4:15 for doctor apt. that day. Prof. [REDACTED] arrived in office at 4:10 and did stay until about 4:25. SGS reviewed as much as could, needing to get to her appointment, about beginning an informal inquiry and indicated she would be talking with a few students. Prof. [REDACTED] indicated he wanted to meet again, this time with union rep before anyone was contacted.

3/17/2015	SGS meeting with [REDACTED] and Chuck	SGS met with [REDACTED] and Chuck and indicated she would like to begin an informal inquiry to look into concerns that Professor [REDACTED] had made inappropriate comments with sexual nuances to and about [REDACTED] and perhaps others. She indicated she would like to talk with a few students. Prof [REDACTED] indicated that he would like to try to meet with [REDACTED] (mediated by EO Office) and that talking with other students would "raise dust" unnecessarily. Prof. [REDACTED] also commented that it was his Dept. Chair who asked to give me a call and he wasn't sure exactly what the initial meeting on 3/10 was about. SGS said she had tried repeatedly to reach Prof. [REDACTED] and that she kept getting his voice messages were full, and he wasn't responding to SGS's email to call her. When Prof. [REDACTED] did call in to make an appointment to meet with SGS on 3/10, he was asked if he needed to speak with SGS for any more detail and declined. Chuck, union president agreed that it would be appropriate for EO Office to meet with a few students to obtain specifics and then meet again with Professor [REDACTED] and him. This approach was agreed to at end of meeting.
3/23/2015	MC t/c with [REDACTED]	[REDACTED] was one of the students [REDACTED] wanted EO to meet with. [REDACTED] confirms that Prof [REDACTED] referred to [REDACTED] as "bitch" but can't recall context or much other specifics about when Prof. [REDACTED] may have been inappropriate. [REDACTED] did note that she still had a positive relationship with Prof. [REDACTED].
3/23/2015	MC t/c with [REDACTED]	[REDACTED] says she hasn't had a class from Prof. [REDACTED] for two years, but she does remember him making offensive comments and believes they were of a sexual nature, but cannot recall specifics. She also remembers being at a party a few years ago where she believes Professor [REDACTED] had been drinking a significant amount of alcohol and acted inappropriately.
3/31/2015	SGS and MC meet with [REDACTED]	[REDACTED] reviews notes taken by MC in previous t/c meeting and signs that that are accurate.
4/1/2015	MC to meet with [REDACTED] for follow-up	MC had arranged to for [REDACTED] to come into EO office for follow-up and close out on EO issue. [REDACTED] did not show up for her appointment. MC called [REDACTED] twice, left one message and she did not return call.
4/2/2015	SGS meets with Chuck Lambert to update him	
4/3/2015	SGS tries to reach Prof. [REDACTED] to schedule meeting.	
4/21/2015	SGS meets with Prof. [REDACTED] and Chuck Lambert	SGS informs Prof. [REDACTED] of results of informal inquiry and that two of [REDACTED] allegations were verified; one by the Professor himself in an earlier conversation and one by a student. SGS informs Prof. [REDACTED] that the Dean has asked for a letter of these results which will be copied to Professor [REDACTED]
5/4/2015	SGS sends letter of results of informal inquiry to Dean [REDACTED] with Copy to Prof. [REDACTED]	See copy of letter. No finding of discrimination, but inappropriate behavior, that if repeated or pervasive could rise to that level.

